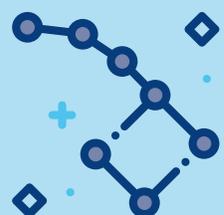


Stella's Circle

Hope Lives Here

VALUES, DEFINITIONS, KEY BEHAVIOURS

Stella's Circle has identified five core values—our principles and beliefs—that support our vision and mission and shape the culture of the organization. The values were developed through consultations with staff, participants and volunteers. Living these values helps to hold us accountable for our actions and provides us with direction.



RESPECT



We value Respect, which means:

We value people *without judgement*. We treat people with dignity and recognize their *rights, opinions, experience, knowledge and competence*. Everyone has a story and *every story is important*.



KEY BEHAVIOURS

How do we demonstrate that we value Respect?

We are grounded in social justice principles, aimed at decreasing/eliminating inequity.

We actively listen and work to develop strong relationships based on trust.

We encourage a healthy work life balance.

We follow privacy and confidentiality best practices.

We understand that financial resources are entrusted to us and we honour the funders and donors by using the money efficiently and respecting donor designations.

We do the best we can with the abilities and skills that we have.

We work hard to create and model healthy boundaries and create spaces where people feel safe.

WISDOM



We value Wisdom, which means:

We have *in-depth knowledge* and put that knowledge into practice.
We are *aware of our responsibility* as a leader in the community.
We are able to *explain openly and confidently how and why* we do the things we do.



KEY BEHAVIOURS

How do we demonstrate that we value Wisdom?

We believe in the importance of personal and professional development opportunities.

We believe in the importance of a highly qualified and engaged board to oversee governance.

We recognize the importance of new and different ways of doing work and will strive to apply best practices in the work that we do.

We work hard to effectively communicate openly and transparently.

We work hard to break down barriers.

We provide opportunities to teach and mentor.

We advocate on issues related to our mission and our ability to fulfill our mission.

CONNECTEDNESS



We value Connectedness, which means:

We focus on *meaningful connections* in all contexts. We work hard at *collaboration* and *identifying potential partnerships*. We value *joint learning* and benefiting from *shared wisdom*.

KEY BEHAVIOURS

How do we demonstrate that we value Connectedness?

We work hard to be inclusive and diverse.

We recognize that we are stronger by working with many stakeholders, including, participants, community agencies, the private sector, academia and levels of government.

We recognize that making connections across program areas is critical to good outcomes.

We continuously look to work with new partners to have joint learning and benefit from shared wisdom.

We recognize the importance of celebrating successes, both individually and organizationally.

We work to build and enhance a sense of community to improve health outcomes and decrease social isolation.

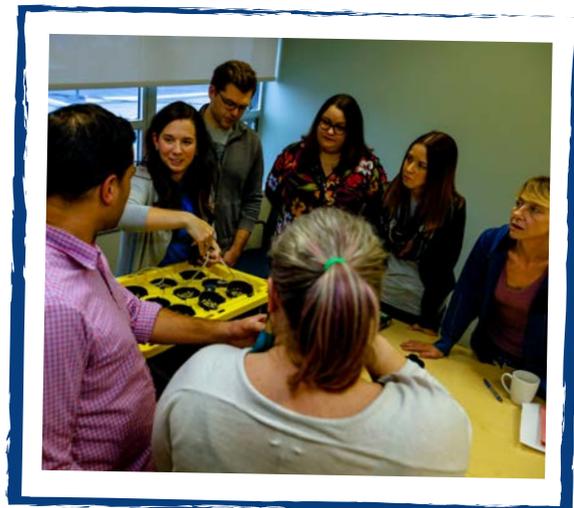
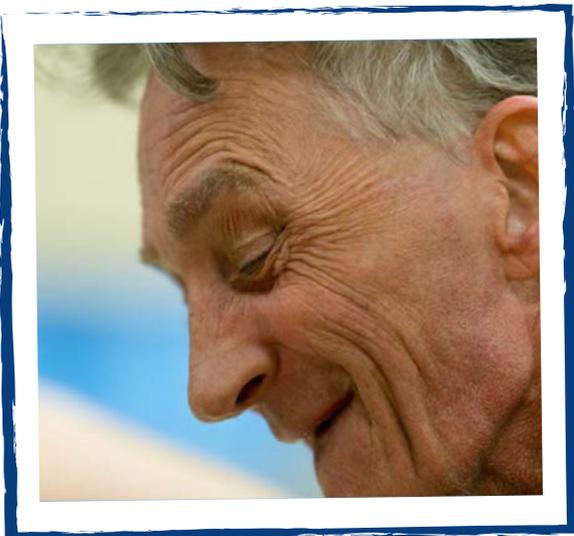


INNOVATION



We value Innovation, which means:

We are *solution-focused* and *creative*. We think of *new ways to approach challenges* and are strategic and practical in addressing them. We look ahead to *anticipate future needs*.



KEY BEHAVIOURS

How do we demonstrate that we value Innovation?

We recognize the need to respond to gaps in the community.

We embrace and look for new ideas and new ways of working.

We foster an organizational culture that is open to new approaches.

We adapt our approaches to be flexible in our responses.

We look for creative ways to build a sense of community.

We value research and evaluation.

COURAGE



We value **Courage**, which means:

We encourage *resiliency, acceptance and change* and we *respect choices* people make. We want people to *be empowered*.



KEY BEHAVIOURS

How do we demonstrate that we value **Courage**?

We meet people where they are in their journey and offer dignity and compassion in providing assistance.

We recognize peoples' journey in life is not linear and may require wrap-around services and long-term support.

We provide opportunities for people to be included in a range of activities.

We foster a belief in self and the potential for continuous growth and improvement.

We recognize that change is challenging.

We teach and model healthy living skills in all areas of life.